

Beyond Exposure: Bridging the AI Adaptive Capacity Gap

THE VULNERABILITY GAP



High AI exposure coupled with limited savings and low skill transferability.

THE PROFILE OF VULNERABILITY



86% of high-exposure, low-capacity workers are women in clerical or administrative roles.

WORKER CATEGORY (HIGH EXPOSURE)

HIGH ADAPTIVE CAPACITY
26.5 Million



Low: Possess resources to pivot

WORKER CATEGORY (HIGH EXPOSURE)

LOW ADAPTIVE CAPACITY
6.1 Million



High: Lack financial or skill buffers



ADAPTIVE CAPACITY FACTORS

Transition success depends on these buffers.

BRIDGING THE GAP THROUGH ORGANIZATIONAL ACTION



PRIORITIZE AUGMENTATION OVER AUTOMATION

Design "human-in-the-loop" systems where AI handles repetition while humans provide judgment.



INVEST IN ADJACENT SKILL DEVELOPMENT

Focus on uniquely human traits like emotional intelligence and complex communication.



IMPLEMENT FINANCIAL BRIDGE PROGRAMS

Enhanced severance and portable benefits provide the "breathing room" required for successful reemployment.